



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
WASHINGTON, DC 20350-2000

IN REPLY REFER TO

OPNAVINST 5000.29E
N81
1 April 1994

OPNAV INSTRUCTION 5000.29E

From: Chief of Naval Operations

Subj: NAVAL OFFICERS ASSIGNED TO THE CENTER FOR NAVAL ANALYSES
(CNA) AS "OPNAV FELLOWS"

1. Purpose. To describe the selection, assignment and role of OPNAV Fellows at CNA. This instruction has been substantially revised and should be reviewed in its entirety.
2. Cancellation. OPNAVINST 5000.29D.
3. Background. CNA is an independent, nonprofit, Federally Funded Research and Development Center (FFRDC) sponsored by the Department of the Navy. There have been two groups of officers assigned to CNA, the Operations Study Group (OSG), sponsored by N8, and the Strategic Policy Assessment Group (SPAG), sponsored by N3/N5. Effective immediately, naval officers assigned to CNA will be identified as OPNAV Fellows and will be assigned to the Operations Study Group (OSG), which will be sponsored by N8. Each assigned officer will be selected to hold a Mission or Support Area Chair as listed in Table 1.
4. OPNAV Fellows. The OPNAV Fellows program will provide benefits in three areas: (1) CNA will benefit from experienced, first-rate officers working on projects during their fellowships; (2) the OPNAV staff will benefit by receiving staff officers from the OPNAV Fellows program who are familiar with analysis and current issues facing Navy; and (3) the individual officers will benefit by being introduced to current national security issues before assuming a Washington area billet. The following administrative procedures will apply:
 - a. Selection. Each officer assigned as an OPNAV Fellow will hold a "chair" associated with a specific directorate on the staff of the Chief of Naval Operations (see Table 2). Officers considered for assignment to the OPNAV Fellows Program will be nominated to CNA by the Bureau of Naval Personnel. The Director for Naval Matters (DNM) at CNA will be designated as the "Senior OPNAV Fellow" and will present nominations to the President, CNA, N8, and OPNAV sponsors for coordination and approval. CNA and N8 have the authority to shift OPNAV Fellows internally between CNA and the OPNAV directorates (with the exception of the N3/N5 Strategy/Policy Fellows).



0 5 7 9 L D 0 5 7 1 4 8 0

OPNAVINST 5000.29E
1 April 1994

(1) Priority of requirements for prospective OPNAV Fellows will be as follows:

(a) Multiple experience tours in operational assignments;

(b) For O4 billets, officers should be at the post-department head level. For O5 billets, officers should be at the post-executive officer level. The DNM should generally be a post-command officer.

(c) Officers holding designators and subspecialties listed in the following table are preferred. Subspecialties assigned to billets will be considered desirable but not a controlling factor in assigning officers as CNA Fellows.

(d) All officers with the exception of the DNM/Senior OPNAV Fellow should normally be in their first Washington area assignment.

Table 1 Billet, Chair, and Subspecialty Table

<u>Title</u>	<u>Chair Held</u>	<u>Rank</u>	<u>Desired Designator/sub.</u>
Director for Naval Matters (DNM)/Senior	N8	CAPT	1050/none
OPNAV Fellow	N3/N5	CDR	1300/XX20P/28P
OPNAV Fellow	N3/N5	CDR	1120/XX20P/28P
OPNAV Fellow	N3/N5	CDR	1110/XX20P/28P
OPNAV Fellow/ Operational Logistician	N4	CDR	1050/XX43P
OPNAV Fellow/ Operations Analyst	N85	CDR	1110/XX42P
OPNAV Fellow/ Operations Analyst	N88	CDR	1300/4042Q
OPNAV Fellow/ Manpower/Personnel/ Training Analyst	N1	LCDR	1000/XX33P/37

OPNAV Fellow/ Intelligence Analyst	N6	CDR	1000/XX17P
OPNAV Fellow/ Operations Analyst	N7	LCDR	1050/XX37
OPNAV Fellow/ Operations Analyst	N86	LCDR	1110/0042P
OPNAV Fellow/ Operations Analyst	N81	LCDR	1000/0042P
OPNAV Fellow/ Operations Analyst	N87	LCDR	1120/4042P

(2) Chair Assignment Rationale. The eight joint mission/support areas will each have one chair, except joint littoral, which will have two chairs, one for N85 and one for N86. The DNM will hold the N8 chair. Where possible, project assignments will match the mission/support area for each billet. The other three (including Strategic Policy) will be designated by N3/N5. This will allow for coordination with the Assessment/POM process ongoing in OPNAV. Table 2 gives the Chair assignment/directorate correlation:

Table 2 Fellowship Chairs

<u>Chair</u>	<u>Mission/Support Area</u>
N8	DNM and Senior OPNAV Fellow
N1	Manpower and Personnel
N3/N5	Strategy/Policy and Forward Presence Fellow
N3/N5	Strategy/Policy and Forward Presence Fellow
N3/N5	Strategy/Policy and Forward Presence Fellow
N4	Fleet Support/Strategic Sealift Protection
N6	Joint SEW/Intelligence
N7	Shore Training

OPNAVINST 5000.29E
1 April 1994

N81	Assessment Support
N85	Joint Littoral (Expeditionary) Warfare
N86	Joint Littoral Warfare
N87	Joint Surveillance/Strategic Deterrence
N88	Joint Strike

b. Assignment. Officers will normally be assigned to the Washington area for 3-year tours. At least the first year will be at CNA as an OPNAV Fellow, with an option for the remainder of the tour as an action officer on a directorate staff. The Joint Service/Intelligence Chair will generally be assigned at CNA for a full tour. Officers with warfighting designators are normally assigned to the Washington area for approximately 2 years.

c. Role. Assigned officers will participate in CNA research projects during their CNA tour. Assignments to projects will be made by CNA management in accordance with chair assignments. As a general rule, officers assigned to the OSG will complete all OPNAV-required training for Washington staff officers before the end of their first year at CNA. The CNA OSG Administrative Assistant will be responsible for quota procurement and schedule.

5. Implementation. Effective immediately, officers rotating from OSG billets will be relieved at their projected rotation dates (PRDs) by officers assigned as OPNAV Fellows. Of the 16 assigned billets, three will be reserved for the Intelligence Office in support of CNA. While these three officers will remain part of the OSG for administrative purposes, they will not be considered OPNAV Fellows.

6. Action

a. The Director for Naval Matters (DNM)/Senior OPNAV Fellow will direct the OSG for Navy administrative purposes. Duties will include:

(1) Serve as the primary liaison with the Bureau of Naval Personnel and the OPNAV staff for rotation and relief for the CNA OPNAV Fellows.

(2) Serve as a Special Assistant to the President, CNA and act as a conduit for OPNAV/CNA coordination.

b. President, CNA will:

(1) Establish a training course for newly-arrived officers on the basics of operations analysis.

(2) Continue to have acceptance authority over assignments to the OSG.

(3) Assign a civilian Administrative Assistant for full-time support of the OSG and management of the CNA Fellows Program.

(4) Address yearly the effectiveness of the CNA OPNAV Fellows Program in the Annual CNA Program Review.

c. The Chief of Naval Personnel (CHNAVPERS) will:

(1) Support the OPNAV Fellows through the detailing/placement process.

(2) Nominate and assign top-performing officers to ensure the program's success and provide maximum benefit to the Navy and CNA. Nominations will be made directly to CNA.

d. Deputy Chief of Naval Operations (Resources, Warfare Requirements and Assessments) (N8) will:

(1) Oversee the OPNAV Fellows Program and the OSG.

(2) Consult with the President, CNA regarding the program during the yearly CNA Program Review.

(3) Ensure travel funding for the OSG is provided from the CNA contract program element 65154N to support the OPNAV Fellows Program.

(4) Ensure that Fitness Reports of OPNAV Fellows are signed by the DNM with the exception of the assigned intelligence support officers, whose fitness reports will be signed by the Senior Intelligence Officer, CNA. The Senior Intelligence Officer's fitness report will be signed by N81. The OPNAV Fellows will have concurrent fitness reports signed by their OPNAV sponsors. The DNM's fitness report shall be signed by N8.


F. B. KELSO, II

OPNAVINST 5000.29E

1 April 1994

Distribution:

SNDL A1 (Immediate Office of the Secretary)
A2A (Department of the Navy Staff Offices) (CNR, only)
A5 (Chief of Naval Personnel)
A6 (Headquarters, U.S. Marine Corps) (325 copies)
B1A (Secretary of Defense) (DDR&E)
V12 (Marine Corps Combat Development Command)
V28 (Marine Corps Systems Command)

All Divisions of OPNAV

Copy to:

CNO (N811) (25 copies)

SECNAV/OPNAV Directives Control Office
Washington Navy Yard, Bldg. 200
901 M Street S.E.
Washington, D.C. 20374-5074 (30 copies)

Stocked:

Naval Aviation Supply Office
ASO Code 103
5801 Tabor Avenue
Philadelphia, PA 19120-5099 (25 copies)